

Training courses and its role on the professional development of teachers in Jordan from the point of view of school principals and its relationship to some variables

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Abstract

The study aimed to identify the role of training courses in the professional development of teachers from the point of view of school principals in Jordan and its relationship to some variables such as gender and years of experience, where the descriptive method was used. Add to Use the questionnaire as a tool for data collection which consisted of 15 paragraphs, and the study sample was formed from 200 manager directors; has the results of the study showed that the role of training courses in developing teachers professionally in Jordan was moderate. On the total score of the scale, the results also showed that there were no statistically significant differences at the significance level $\alpha=0.05$ in the estimates of the study sample members due to a variable of sex (male, female) and years of experience (less than 10 years, more than 10 years).

Keywords: training courses, professional development teachers, school administrators;

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1. Introduction

Training is one of the tools of professional development that raises the efficiency of trainees and refines their skills, and provides opportunities for them to acquire knowledge and develop new skills required by their professions, and opens up new horizons for them, and helps them open up to colleagues in the profession. And friction them, and exchange experiences with each other Doubt On-the-job training is part of professional development, and it works to raise the value of belonging to the institution in which the trainees work, instills concepts and methods of continuous learning, increases awareness about the importance of institutions in serving the individual and society, and has positive attitudes towards the profession, which contributes to Improving work, raising morale, and increasing productivity, and this is reflected in the final outputs (Mimar, 2010;Asiri,2017;Rababa& AL-Momani, 2022).

On-the-job training is one of the most prominent forms of professional development that pushes the trainee to keep pace with the successive changes and continuous developments in the field of his profession, and to understand the developments in their theoretical and applied forms, as training is the twin of professional development that contributes to the renewal and modernization of trainees' experiences and their development (Al-Rubai, 2008; Al-Khasawneh, 2018;Alrabadi& Al-Momani,2022) The professional development of the on-the-job teacher is one of the most important elements of the educational work that guarantees the success of the educational process, given what this development contributes to refining teachers' skills and methods, increasing their practical experience, as well as keeping pace with educational and psychological developments, the increasing explosion of knowledge, and the demands of modern technologies. The ability to face various educational and educational challenges, improve the educational process, and distinguish the final educational outcomes (Abdel Salam, 2015;Shara, 2018; Abu Alloush, 2020;AL-Momani,2022)

This view is supported by a study (quartile,2008), which emphasizes the importance of enrolling the teacher in training programs and training him for continuous training, and studying the (Al-Rifai& silenti,2017), which emphasizes that on-the-job teacher training is one of the most prominent justifications for the success of educational work, and a study of (Al-Nimran,2013), which emphasized that training teachers on the job is one of the most important things that achieve professional development for teachers, and a study of (Walid,2020), which emphasized reconsidering teacher preparation and development programs, benefiting from successful experiences in preparing the future teacher, and identifying and meeting the needs of teachers to obtain distinct educational outcomes.

Professional development programs for teachers are one of the methods that achieve harmony and compatibility between the individual, his needs, abilities and work requirements. Doubt In it, these programs represent an urgent need for the continuation of development and development in the educational work, and they cannot be dispensed with in light of the demands and renewed issues imposed by the era in which we live (AL-Momani& Jawarneh,2022) And high lights the importance of professional development programs for teachers, as indicated by him (Al-Taani,2007) that preparation and continuous growth are interrelated in the educational process due to the rapid change that the world is witnessing in all educational fields, and the need for continuous development in harmony with the objectives of the educational process causes changes and developments in the educational field.

Professional development is closely related to teachers and their training. Any educational reform depends on the close link between professional development and its relationship with teachers.

Whenever the goals of professional development are in favor of teacher training, good and planned training according to their needs, it is a condition for the success of the relationship between professional development and teacher training, and therefore Teacher training is an integral part of the continuous development and improvement process that targets the educational process, and teacher training seeks to achieve goals that come at the end of it. on me The quality of the educational outputs (Al-Momani& Rababa,2022).

has indicated (Nimri,2008) that one of the most important objectives of teacher training during the service is to provide teachers with the necessary knowledge and develop methods of scientific thinking and self-learning, and to provide them with knowledge related to the principles of learning and teaching, methods of teaching and thinking, the development of positive and desirable attitudes towards the teaching profession, the development of their innovative abilities, and the treatment of shortcomings in teacher preparation. Before joining the profession, and developing his experiences and knowledge during the service.

It is worth noting that the evaluation process for training programs is extremely important, and it is of utmost importance to know whether they are Courses The training provided by the training centers meets the needs of teachers To properly practice their academic career.

Where pointed out (Alsaied& salam,2005) The importance of evaluating training programs is highlighted in identifying the extent to which the desired educational goals have been achieved, as it shows the direction and extent of the growth of the beneficiaries, and on the other hand shows the extent of the teacher's success in his work and the extent of his ability to diversify in the use of effective teaching methods and activities, and various evaluation tools and tools. Motivating trainees to train, because it provides them with information about their weaknesses and strengths.

The process of evaluating the training programs for teachers aims at its inception to touch the training needs of teachers, with the aim of reconsidering the setting of the specific and general objectives of any program, if the evaluation results show that they are not important, or the existence of new alternative goals, and to reveal the teachers' needs, tendencies and abilities, and to build training programs The future in light of the evaluation results that touched the needs of teachers (AL-Momani,2022) Yousef, Al-Rafei and Mahmoud (2001) indicated that the evaluation of training programs aims to provide the necessary information to take the necessary decisions that are in the interest of the area subject to evaluation, and to direct the beneficiaries of the evaluation to activities appropriate to their abilities and capabilities..

Study problem and questions:

The process of evaluating training programs in the light of educational developments must take into account the identification of training needs for teachers, as the importance of evaluating training programs is highlighted in diagnosing the difficulties that teachers face during their teaching practices. its development, no Doubt Determining the training needs of teachers is the first step in evaluation(AL-Momani,2022)

and supports this opinion study (Al-Rifaa,2016), which emphasized the importance of conducting a continuous evaluation of training programs in the light of teachers' training needs, and a study of (Al-Shuraimi& Al-Buhairi,2016), which stressed the need to perceive the training needs of teachers during the evaluation of their training programs, and to study(Saleh& Al-Tuwaijri,2015), which emphasized the importance of reaching teachers' training needs in evaluating their training programmers.

Determining the training needs of teachers is of great importance, as it is one of the most important reasons for the success of training programs and their achievement of their objectives.(Al-Najdi,2002) indicated that the process of identifying training needs is the real factor in raising the efficiency of teachers to perform their tasks, and that it is a first stage of building and designing training programs,

and helps in overcoming training waste in effort, money and human energies, and represents a major reason for raising the efficiency of the teacher, and this is what was confirmed by study (Jassim & Al-Maliki, 2010) which dealt with the training needs of Islamic education teachers, and aimed to know the training needs of Islamic education teachers at the primary and secondary levels from the point of view of teachers, male and female supervisors, supervisors, educators and specialists, and to study (Al-Otaibi, 2012), which dealt with the training needs of the Noble Qur'an teachers in the educational and specialized aspect from the point of view of teachers and educational supervisors in the city of Al-Khobar. (Al-Sharafi, 2013), which dealt with the training needs of teachers of forensic sciences in the field of computer and Internet applications, as it aimed to identify the training needs of teachers of forensic sciences in the field of computer and Internet applications in public education schools in Al-Baha.

Based on the foregoing, the current study seeks to answer the following questions:

- 1- What is the role of training courses in the professional development of teachers from the point of view of government school principals in Jordan?**
- 2- Are there any statistically significant differences at the level of significance ($\alpha=0.05$) in the role of courses Training in the professional development of teachers from the point of view of government school principals in Jordan, which is attributed to the gender variable (males, females)?**
- 3- Are there any statistically significant differences at the level of significance ($\alpha=0.05$) in the role of courses Training in the professional development of teachers from the point of view of government school principals in Jordan, which is attributed to the variable years of experience (less than 10 years, more than 10 years)?**

Objectives of the study:

The study aimed to:

1. Recognize on me training courses and its role in Professional development for teachers from the point of view of public school principals in Jordan, in order to provide recommendations to decision makers in the Ministry of Education Jordanian To increase interest in the topic of professional development for teachers.
2. Recognize self-there were statistically significant differences in the answers of the study sample members in their estimation for courses training and its role In the professional development of teachers which be consoled for variables (Gender, years of experience).

the importance of studying :

The importance of the study lies in earthier topic of great importance in educational studies is training courses in the professional development of in-service teachers; And the It is hoped that this study will contribute to providing recommendations to decision makers in the Ministry of Education Jordanian In the field of teacher training; as well as Its results help high light the most important training needs of teachers; In addition to enriching the educational literature and the educational library with more Studies in this necessary educational topic.

Terms the study:

Courses Training:

He knew a (Tawfiq, 2017) as at is a set of organized procedures that aim to form a comprehensive and objective picture of the feasibility of the training program in all its stages, as a basis for the process of change and development, by measuring knowledge of the extent to which the objectives of the training program have been achieved and identifying shortcomings and weaknesses..

professional development:

knows her (AL-Momani& Purnawan,2022)They are the methodological and non-methodological means to me Helping teachers learn new skills, develop their abilities in professional practices and teaching methods, and explore advanced concepts related to content, resources, and methods for efficient teaching work.

As such and knows her (Al-Najdi,2002) as A process of continuous improvement to help teachers reach high quality standards of academic achievement and to increase the ability of all members of the learning community to strive for lifelong learning..

The limits of the study:

- Objective limits: The study was limited to Recognition Courses training And its role in the professional development of teachers.
- Spatial boundaries: The study was applied in government schools affiliated to the Jordanian Ministry of Education.

Time limits: The study was implemented in the first semester of the academic year (2022-2023)

Method and field procedures:

Study Methodology: The study used the descriptive method It is appropriate for this type of study.

Study community and appointed her: The study population is from all ages be seen schools governmental in Jordan; as for the study sample I made up From (200) as director and director From the various Jordanian directorates of education and who Was selected they her randomization method intended; the following table no. (1) Shows the distribution of the study sample according to its variables:

Schedule (1) Frequencies and percentages for the study sample according to variables

Study variables	Categories	Repetition	percentage
sex	male	100	50%
	female	100	50%
the total		200	100%
Years of Experience	less than (10)	100	50%
	(10) years or more.	100	50%
the total		200	100%

Study tool:

built and developed The study tool, which was the questionnaire distance See the literature Education and previous studies related to the topic the study as a study (AL-Momani,2022) and study(Al-Najdi, 2002)and study(Shara, 2018) and study (AL-Momani& Jawarneh,2022) and study (Al-Nimran, 2013) and study (Quarterly, 2008) and study (Asiri,2017); where was editing The paragraphs of the

questionnaire commensurate with the nature of the current study; where it was formed The questionnaire, in its initial form, from 20) paragraph It relates to measuring training courses and their role in the professional development of teachers.

Validity of the tool:

The validity of the study tool was verified by following the following:

A- The honesty of the arbitrators (apparent honesty): The validity of the tool was confirmed by displaying Han its initial form, a group of arbitrators And their number (10) arbitrators of faculty members in Balqa Applied Universities and Yarmouk Experts and specialists to express their comments and opinions about Bezel Appropriateness of the paragraphs of the tool and their suitability for the purposes of the study. Its done Approval Standard 80%to approve the paragraph, Based on the opinions of the arbitrators, some paragraphs have been modified and some have been deleted In its final form, it became composed of (18) paragraphs.

B. **Construction veracity:** It was completed extracted Correlation coefficients of each paragraph with the total score for scale; this is done by applying the scale to a sample reconnaissance from study community and from Outside appointed her consisted of (15th) as manager and manager The correlation coefficients of the paragraphs with the tool as a whole ranged between (0.46-0.77), and the table Next number (2) it shows.

Schedule (2) Correlation coefficients between the paragraph and the total score for scale

paragraph number	correlation coefficient with the tool	paragraph number	correlation coefficient with the tool	paragraph number	correlation coefficient with the tool
1	.66**	7	.77**	13	.53**
2	.58*	8	.60**	14	.48*
3	.52**	9	.58**	15th	.72**
4	.49*	10	.53**	16	.65**
5	.48*	11	.70**	17	.46*
6	.71*	12	.73**	18	.47*

- **Statistically significant at the significance level (0.05).** **** Statistically significant at the significance level (0.01).**

It is clear from the previous table no. (2) That all correlation coefficients were acceptable and statistically significant.

Stability of the study instrument: Verified of the stability of the study tool test and retest method (test-retest) by applying the scale on a set consisting of (15th) as a manager and director of the study community and from outside the eye get distracted, A time difference between the two applications is two weeks. And then the Pearson correlation coefficient was calculated between their estimates in

both times. The stability coefficient was also calculated using the internal consistency method according to Cronbach alpha equation; Where the degree of stability by the test and re-test method was (0.88), and the reliability coefficient was according to Cronbach alpha equation (0.86); Where these ratios are considered good and appropriate in scientific research for the purposes of applying the study.

Study Procedures:

After being done preparation study tool in its final form, distributed (220) An electronic questionnaire on the study sample Through various social media, during the semester the first of the school year (2022/2023); Where has been restored (200) resolution valid for statistical analysis, processed through a program Statistical packages in human and social research(SPSS21).

Tool correction procedure:

The pentagonal Likert scale is used to correct AD .YesThe study, by giving each of its paragraphs one point out of its five degrees (agree to a very large degree).(5), very much agree(4), OK, moderately(3), slightly agree(2), slightly agreevery(1).

In order to judge and estimate the arithmetic averages, Application the scale triple; So then Term= (3-1= 2), and length Period= (2/3= 0.6666), has was Values averages Arithmetic for resolution as They are shown in the following table No. (3):

Schedule (3)

Averages Arithmetic for responses the sample

the number	Arithmetic averages	Degree of appreciation
1	(1) to me less From (1.66)	low
2	(1.66) to me less From (2.33)	medium
3	(2.33) to me (3)	High

Results and discussed:

First: the results of the first question who states on me What is the role of training courses in the professional development of teachers from the point of view of government school principals in Jordan?

To answer this question, the arithmetic means and deviations were extracted normative for scale paragraphs For the scale as a whole and the table Next number (4) explains it.

Table (4)

Arithmetic averages and deviations The paragraphs of the training courses scale and their role in the professional development of teachers are arranged in descending order according to their arithmetic averages

Rank	vertebrae	SMA	standard deviation	Degree appreciation	of
1	Courses provide a great help to teachers in finding new teaching methods.	2.84	0.64	High	
2	Training programs aim to stimulate the motivation of teachers.	2.62	0.52	High	

Rank	vertebrae	SMA	standard deviation	Degree appreciation	of
3	Training courses play an important role in the teacher's professional development.	2.54	0.72	High	
4	The teacher's performance is related to the extent of his professional development	2.31	0.75	medium	
5	The trainers are keen to follow the impact of training in the field.	2.24	0.66	medium	
6	The trainers use interesting methods in implementing the training programmers.	2.21	0.58	medium	
7	Program objectives relate to educational problems.	2.17	0.52	medium	
8	The program is related training needs of teachers.	2.11	0.53	medium	
9	Teachers apply what they have been trained in to their students in school.	2.08	0.69	medium	
10	The trainers are very cooperative with the trainees.	2.02	0.74	medium	
11	Training courses are the ideal way for professional development.	1.72	0.69	medium	
12	The content of training programs keeps pace with recent developments in educational developments.	1.63	0.71	low	
13	Teachers provide management with their training needs	1.61	0.62	low	
14	Instructors use modern technology in presenting the training material.	1.52	0.75	low	
15th	Teachers are obligated to carry out their professional duties.	1.45	0.52	low	
16	The venue is equipped with modern technologies dedicated to training.	1.42	0.51	low	
17	Teachers seek to enroll in training programs.	1.33	0.60	low	
18	The trainers are highly qualified in training.	1.23	0.52	low	
The overall score of the scale		1.94	0.62	medium	

can be seen from schedule Previous No.(4)Obtaining (3) items with a high grade point; Obtaining (8) paragraphs an average grade; Having (7) items with a low grade; Where the arithmetic mean of the scale as a whole is (1.94and a standard deviation of0.62) with a medium rating; Where did you get the paragraph which states, "Courses provide great assistance to teachers in finding new teaching methods. "on me First place and average reach(2.84) and with a standard deviation (0.64) and with a high rating,came which states that "Aims Software training to me Stimulate motivation I have teachers It ranks second with my average score reach(2.62) and with a standard deviation (0.52) with a high degree of appreciation, while . cameRanked second to last Paragraph which states that "Seek the teachers to me Enrollment by software training With an arithmetic mean (1.33) and a standard deviation of (0.60) and to the degree of appreciation low, and came ranked last The paragraph that states "the trainers have a high efficiency in training" with a mean (1.23) and a standard deviation (0.52) and an estimate low.

And the cherish and researcher So that school principals darken Training courses play an important role in developing teachers professionally, gaining them more information and new knowledge, and informing them about the future grandmothers In their scientific disciplines, this as well on me They are in dire need of training courses, to raise their efficiency and increase their experiences, especially when the plan of the training program is based on the reality of the needs and priorities of teachers.

Second: The results of the second question, which states: Do you exist differences self-indication Statistic when level indication($\alpha=0.05$)in Role Courses training in Development professional for teachers From destination consideration my boss schools governmental in Jordan which be consoled for variable sex(males, female)?

To answer this question, the arithmetic averages and standard deviations of the role of training courses in teacher professional development in improving teacher performance by gender variable were extracted.(male Female), To show the statistical differences between the arithmetic averages, a t-test was used. The following table No. (5) Illustrates this:

Schedule (5)

Arithmetic means, standard deviations, t-test, and the level of significance of the tool for the gender variable (male, Female)

the field	sex	the number	SMA	standard deviation	Values "T"	degrees of freedom	Statistical significance
training coursesAnd its role in professional development	male	100	2.48	.587	.684	127	.294
	Female	100	2.39	.544			

It is clear from Table No. (5) that there are no statistically significant differences at the significance level ($\alpha=0.05$) due to the effect of the gender variable on the role of training courses in the professional development of teachers. This may be due to the fact that school administrators have the same view about the importance of training courses in the professional development of teachers, whether male or female.

Third: The results of the second question, which states: Do you exist differences self-indication Statistic when level indication($\alpha=0.05$)in Role Courses training in Development professional for

teachers From destination consideration my boss schools governmental in Jordan which be consoled for variable Years of Experience(less than 10 years old, More than 10 years)?

To answer this question, the arithmetic averages and standard deviations of the role of training courses in teacher professional development in improving teachers' performance were extracted according to a variable Number Years' Experience(less From10Years, more From10Years), To show the statistical differences between the arithmetic averages, a t-test was used. The following table No. (6) illustrates this:

Schedule (6)

Arithmetic averages, standard deviations, t-test, and the level of significance of the tool for a variable Years of Experience(less than 10 years old, More than 10 years)

the field	Years of Experience	the number	SMA	standard deviation	Values "T"	degrees of freedom	Statistical significance
training coursesAnd its role in professional development	less than 10 years	100	2.69	.442	.594	112	.198
	more From 10Years	100	2.72	.415			

It is clear from Table No. (6) that there are no statistically significant differences at the significance level ($\alpha = 0.05$) as a result of the effect of years of experience on the role of training courses in the professional development of teachers. Where highly experienced and up-to-date teachers agree on the importance of teacher professional development, courses are the best method for ongoing teacher development.

Conclusion:

By looking at the previous results of the study, we conclude the following

- Obtaining (3) items with a high grade point; Obtaining (8) paragraphs an average grade; Having (7) items with a low grade; Where the arithmetic mean of the scale as a whole is (1.94and a standard deviation of0.62) with a medium rating.
- non Presence differences self-indication Statistic when level indication($0.05 \geq \alpha$)in Estimates Individuals a sample the study be consoled for variables sex(males, female)and years' Experience(less From 10 Years, More From 10 Years).

Recommendations:

In light of the results Previous recommend researcher:

1. The need to pay more attention to training courses due to the great role they play in developing the teacher professionally.
2. Introducing new training programs that meet the needs of teachers and improve their teaching and learning skills.

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3. Involve teachers in preparing training programs and give their opinion.

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